



Fair Work  
OMBUDSMAN

## Pay Guide - Rail Industry Award

[MA000015]

Published 17 November 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2016.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$672.70	\$17.70	\$26.55	\$35.40	\$44.25	\$20.43	\$20.43
Operations employee level 2	\$715.20	\$18.82	\$28.23	\$37.64	\$47.05	\$21.55	\$21.55
Operations employee level 3	\$792.00	\$20.84	\$31.26	\$41.68	\$52.10	\$23.57	\$23.57
Operations employee level 4	\$868.70	\$22.86	\$34.29	\$45.72	\$57.15	\$25.59	\$25.59
Operations employee level 5	\$951.30	\$25.03	\$37.55	\$50.06	\$62.58	\$27.76	\$27.76
Operations employee level 6	\$1,016.80	\$26.76	\$40.14	\$53.52	\$66.90	\$29.49	\$29.49
Clerical, administration and professional employee level 1	\$709.20	\$18.66	\$27.99	\$37.32	\$46.65	\$21.39	\$21.39
Clerical, administration and professional employee level 2	\$768.20	\$20.22	\$30.33	\$40.44	\$50.55	\$22.95	\$22.95
Clerical, administration and professional employee level 3	\$797.80	\$20.99	\$31.49	\$41.98	\$52.48	\$23.72	\$23.72
Clerical, administration and professional employee level 4	\$833.10	\$21.92	\$32.88	\$43.84	\$54.80	\$24.65	\$24.65
Clerical, administration and professional employee level 5	\$904.00	\$23.79	\$35.69	\$47.58	\$59.48	\$26.52	\$26.52
Clerical, administration and professional employee level 6	\$968.90	\$25.50	\$38.25	\$51.00	\$63.75	\$28.23	\$28.23
Clerical, administration and professional employee level 7	\$1,027.90	\$27.05	\$40.58	\$54.10	\$67.63	\$29.78	\$29.78
Clerical, administration and professional employee level 8	\$1,157.70	\$30.47	\$45.71	\$60.94	\$76.18	\$33.20	\$33.20
Clerical, administration and professional employee level 9	\$1,387.90	\$36.52	\$54.78	\$73.04	\$91.30	\$39.25	\$39.25

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Technical and civil infrastructure employee level 1	\$691.70	\$18.20	\$27.30	\$36.40	\$45.50	\$20.93	\$20.93
Technical and civil infrastructure employee level 2	\$718.50	\$18.91	\$28.37	\$37.82	\$47.28	\$21.64	\$21.64
Technical and civil infrastructure employee level 3	\$743.20	\$19.56	\$29.34	\$39.12	\$48.90	\$22.29	\$22.29
Technical and civil infrastructure employee level 4	\$783.30	\$20.61	\$30.92	\$41.22	\$51.53	\$23.34	\$23.34
Technical and civil infrastructure employee level 5	\$818.00	\$21.53	\$32.30	\$43.06	\$53.83	\$24.26	\$24.26
Technical and civil infrastructure employee level 6	\$854.40	\$22.48	\$33.72	\$44.96	\$56.20	\$25.21	\$25.21
Technical and civil infrastructure employee level 7	\$921.80	\$24.26	\$36.39	\$48.52	\$60.65	\$26.99	\$26.99

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$20.94	\$23.85	\$26.55	\$35.40	\$26.55	\$35.40
Operations employee level 2	\$22.06	\$24.97	\$28.23	\$37.64	\$28.23	\$37.64
Operations employee level 3	\$24.08	\$26.99	\$31.26	\$41.68	\$31.26	\$41.68
Operations employee level 4	\$26.10	\$29.01	\$34.29	\$45.72	\$34.29	\$45.72
Operations employee level 5	\$28.27	\$31.18	\$37.55	\$50.06	\$37.55	\$50.06
Operations employee level 6	\$30.00	\$32.91	\$40.14	\$53.52	\$40.14	\$53.52
Clerical, administration and professional employee level 1	\$21.90	\$24.81	\$27.99	\$37.32	\$27.99	\$37.32
Clerical, administration and professional employee level 2	\$23.46	\$26.37	\$30.33	\$40.44	\$30.33	\$40.44
Clerical, administration and professional employee level 3	\$24.23	\$27.14	\$31.49	\$41.98	\$31.49	\$41.98
Clerical, administration and professional employee level 4	\$25.16	\$28.07	\$32.88	\$43.84	\$32.88	\$43.84

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Clerical, administration and professional employee level 5	\$27.03	\$29.94	\$35.69	\$47.58	\$35.69	\$47.58
Clerical, administration and professional employee level 6	\$28.74	\$31.65	\$38.25	\$51.00	\$38.25	\$51.00
Clerical, administration and professional employee level 7	\$30.29	\$33.20	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$33.71	\$36.62	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$39.76	\$42.67	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$21.44	\$24.35	\$27.30	\$36.40	\$27.30	\$36.40
Technical and civil infrastructure employee level 2	\$22.15	\$25.06	\$28.37	\$37.82	\$28.37	\$37.82
Technical and civil infrastructure employee level 3	\$22.80	\$25.71	\$29.34	\$39.12	\$29.34	\$39.12
Technical and civil infrastructure employee level 4	\$23.85	\$26.76	\$30.92	\$41.22	\$30.92	\$41.22
Technical and civil infrastructure employee level 5	\$24.77	\$27.68	\$32.30	\$43.06	\$32.30	\$43.06
Technical and civil infrastructure employee level 6	\$25.72	\$28.63	\$33.72	\$44.96	\$33.72	\$44.96
Technical and civil infrastructure employee level 7	\$27.50	\$30.41	\$36.39	\$48.52	\$36.39	\$48.52

## Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift	Night shift
Operations employee level 1	\$22.13	\$33.20	\$44.26	\$55.33	\$24.86	\$24.86	\$25.37
Operations employee level 2	\$23.53	\$35.30	\$47.06	\$58.83	\$26.26	\$26.26	\$26.77
Operations employee level 3	\$26.05	\$39.08	\$52.10	\$65.13	\$28.78	\$28.78	\$29.29
Operations employee level 4	\$28.58	\$42.87	\$57.16	\$71.45	\$31.31	\$31.31	\$31.82
Operations employee level 5	\$31.29	\$46.94	\$62.58	\$78.23	\$34.02	\$34.02	\$34.53
Operations employee level 6	\$33.45	\$50.18	\$66.90	\$83.63	\$36.18	\$36.18	\$36.69
Clerical, administration and professional employee level 1	\$23.33	\$35.00	\$46.66	\$58.33	\$26.06	\$26.06	\$26.57
Clerical, administration and professional employee level 2	\$25.28	\$37.92	\$50.56	\$63.20	\$28.01	\$28.01	\$28.52
Clerical, administration and professional employee level 3	\$26.24	\$39.36	\$52.48	\$65.60	\$28.97	\$28.97	\$29.48
Clerical, administration and professional employee level 4	\$27.40	\$41.10	\$54.80	\$68.50	\$30.13	\$30.13	\$30.64
Clerical, administration and professional employee level 5	\$29.74	\$44.61	\$59.48	\$74.35	\$32.47	\$32.47	\$32.98
Clerical, administration and professional employee level 6	\$31.88	\$47.82	\$63.76	\$79.70	\$34.61	\$34.61	\$35.12
Clerical, administration and professional employee level 7	\$33.81	\$50.72	\$67.62	\$84.53	\$36.54	\$36.54	\$37.05
Clerical, administration and professional employee level 8	\$38.09	\$57.14	\$76.18	\$95.23	\$40.82	\$40.82	\$41.33
Clerical, administration and professional employee level 9	\$45.65	\$68.48	\$91.30	\$114.13	\$48.38	\$48.38	\$48.89
Technical and civil infrastructure employee level 1	\$22.75	\$34.13	\$45.50	\$56.88	\$25.48	\$25.48	\$25.99
Technical and civil infrastructure employee level 2	\$23.64	\$35.46	\$47.28	\$59.10	\$26.37	\$26.37	\$26.88
Technical and civil infrastructure employee level 3	\$24.45	\$36.68	\$48.90	\$61.13	\$27.18	\$27.18	\$27.69

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>
Technical and civil infrastructure employee level 4	\$25.76	\$38.64	\$51.52	\$64.40	\$28.49	\$28.49	\$29.00
Technical and civil infrastructure employee level 5	\$26.91	\$40.37	\$53.82	\$67.28	\$29.64	\$29.64	\$30.15
Technical and civil infrastructure employee level 6	\$28.10	\$42.15	\$56.20	\$70.25	\$30.83	\$30.83	\$31.34
Technical and civil infrastructure employee level 7	\$30.33	\$45.50	\$60.66	\$75.83	\$33.06	\$33.06	\$33.57

**Table 2 of 2**

<b>Classification</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$28.28	\$33.20	\$44.26	\$33.20	\$44.26
Operations employee level 2	\$29.68	\$35.30	\$47.06	\$35.30	\$47.06
Operations employee level 3	\$32.20	\$39.08	\$52.10	\$39.08	\$52.10
Operations employee level 4	\$34.73	\$42.87	\$57.16	\$42.87	\$57.16
Operations employee level 5	\$37.44	\$46.94	\$62.58	\$46.94	\$62.58
Operations employee level 6	\$39.60	\$50.18	\$66.90	\$50.18	\$66.90
Clerical, administration and professional employee level 1	\$29.48	\$35.00	\$46.66	\$35.00	\$46.66
Clerical, administration and professional employee level 2	\$31.43	\$37.92	\$50.56	\$37.92	\$50.56
Clerical, administration and professional employee level 3	\$32.39	\$39.36	\$52.48	\$39.36	\$52.48
Clerical, administration and professional employee level 4	\$33.55	\$41.10	\$54.80	\$41.10	\$54.80
Clerical, administration and professional employee level 5	\$35.89	\$44.61	\$59.48	\$44.61	\$59.48
Clerical, administration and professional employee level 6	\$38.03	\$47.82	\$63.76	\$47.82	\$63.76
Clerical, administration and professional employee level 7	\$39.96	N/A	N/A	N/A	N/A

<b>Classification</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Clerical, administration and professional employee level 8	\$44.24	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$51.80	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$28.90	\$34.13	\$45.50	\$34.13	\$45.50
Technical and civil infrastructure employee level 2	\$29.79	\$35.46	\$47.28	\$35.46	\$47.28
Technical and civil infrastructure employee level 3	\$30.60	\$36.68	\$48.90	\$36.68	\$48.90
Technical and civil infrastructure employee level 4	\$31.91	\$38.64	\$51.52	\$38.64	\$51.52
Technical and civil infrastructure employee level 5	\$33.06	\$40.37	\$53.82	\$40.37	\$53.82
Technical and civil infrastructure employee level 6	\$34.25	\$42.15	\$56.20	\$42.15	\$56.20
Technical and civil infrastructure employee level 7	\$36.48	\$45.50	\$60.66	\$45.50	\$60.66

## Junior - Full-time & part-time - 16 years or under

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$504.53	\$13.28	\$19.92	\$26.56	\$33.20	\$16.01	\$16.01
Operations employee level 2	\$536.40	\$14.12	\$21.18	\$28.24	\$35.30	\$16.85	\$16.85
Operations employee level 3	\$594.00	\$15.63	\$23.45	\$31.26	\$39.08	\$18.36	\$18.36
Operations employee level 4	\$651.53	\$17.15	\$25.73	\$34.30	\$42.88	\$19.88	\$19.88
Clerical, administration and professional employee level 1	\$531.90	\$14.00	\$21.00	\$28.00	\$35.00	\$16.73	\$16.73
Clerical, administration and professional employee level 2	\$576.15	\$15.16	\$22.74	\$30.32	\$37.90	\$17.89	\$17.89
Clerical, administration and professional employee level 3	\$598.35	\$15.75	\$23.63	\$31.50	\$39.38	\$18.48	\$18.48
Clerical, administration and professional employee level 4	\$624.83	\$16.44	\$24.66	\$32.88	\$41.10	\$19.17	\$19.17
Clerical, administration and professional employee level 5	\$678.00	\$17.84	\$26.76	\$35.68	\$44.60	\$20.57	\$20.57
Clerical, administration and professional employee level 6	\$726.68	\$19.12	\$28.68	\$38.24	\$47.80	\$21.85	\$21.85
Clerical, administration and professional employee level 7	\$770.93	\$20.29	\$30.44	\$40.58	\$50.73	\$23.02	\$23.02
Clerical, administration and professional employee level 8	\$868.28	\$22.85	\$34.28	\$45.70	\$57.13	\$25.58	\$25.58
Clerical, administration and professional employee level 9	\$1,040.93	\$27.39	\$41.09	\$54.78	\$68.48	\$30.12	\$30.12
Technical and civil infrastructure employee level 1	\$518.78	\$13.65	\$20.48	\$27.30	\$34.13	\$16.38	\$16.38
Technical and civil infrastructure employee level 2	\$538.88	\$14.18	\$21.27	\$28.36	\$35.45	\$16.91	\$16.91
Technical and civil infrastructure employee level 3	\$557.40	\$14.67	\$22.01	\$29.34	\$36.68	\$17.40	\$17.40



**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$16.52	\$19.43	\$19.92	\$26.56	\$19.92	\$26.56
Operations employee level 2	\$17.36	\$20.27	\$21.18	\$28.24	\$21.18	\$28.24
Operations employee level 3	\$18.87	\$21.78	\$23.45	\$31.26	\$23.45	\$31.26
Operations employee level 4	\$20.39	\$23.30	\$25.73	\$34.30	\$25.73	\$34.30
Clerical, administration and professional employee level 1	\$17.24	\$20.15	\$21.00	\$28.00	\$21.00	\$28.00
Clerical, administration and professional employee level 2	\$18.40	\$21.31	\$22.74	\$30.32	\$22.74	\$30.32
Clerical, administration and professional employee level 3	\$18.99	\$21.90	\$23.63	\$31.50	\$23.63	\$31.50
Clerical, administration and professional employee level 4	\$19.68	\$22.59	\$24.66	\$32.88	\$24.66	\$32.88
Clerical, administration and professional employee level 5	\$21.08	\$23.99	\$26.76	\$35.68	\$26.76	\$35.68
Clerical, administration and professional employee level 6	\$22.36	\$25.27	\$28.68	\$38.24	\$28.68	\$38.24
Clerical, administration and professional employee level 7	\$23.53	\$26.44	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$26.09	\$29.00	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$30.63	\$33.54	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$16.89	\$19.80	\$20.48	\$27.30	\$20.48	\$27.30
Technical and civil infrastructure employee level 2	\$17.42	\$20.33	\$21.27	\$28.36	\$21.27	\$28.36
Technical and civil infrastructure employee level 3	\$17.91	\$20.82	\$22.01	\$29.34	\$22.01	\$29.34

## Junior - Full-time & part-time - 17 years

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$571.80	\$15.05	\$22.58	\$30.10	\$37.63	\$17.78	\$17.78
Operations employee level 2	\$607.92	\$16.00	\$24.00	\$32.00	\$40.00	\$18.73	\$18.73
Operations employee level 3	\$673.20	\$17.72	\$26.58	\$35.44	\$44.30	\$20.45	\$20.45
Operations employee level 4	\$738.40	\$19.43	\$29.15	\$38.86	\$48.58	\$22.16	\$22.16
Clerical, administration and professional employee level 1	\$602.82	\$15.86	\$23.79	\$31.72	\$39.65	\$18.59	\$18.59
Clerical, administration and professional employee level 2	\$652.97	\$17.18	\$25.77	\$34.36	\$42.95	\$19.91	\$19.91
Clerical, administration and professional employee level 3	\$678.13	\$17.85	\$26.78	\$35.70	\$44.63	\$20.58	\$20.58
Clerical, administration and professional employee level 4	\$708.14	\$18.64	\$27.96	\$37.28	\$46.60	\$21.37	\$21.37
Clerical, administration and professional employee level 5	\$768.40	\$20.22	\$30.33	\$40.44	\$50.55	\$22.95	\$22.95
Clerical, administration and professional employee level 6	\$823.57	\$21.67	\$32.51	\$43.34	\$54.18	\$24.40	\$24.40
Clerical, administration and professional employee level 7	\$873.72	\$22.99	\$34.49	\$45.98	\$57.48	\$25.72	\$25.72
Clerical, administration and professional employee level 8	\$984.05	\$25.90	\$38.85	\$51.80	\$64.75	\$28.63	\$28.63
Clerical, administration and professional employee level 9	\$1,179.72	\$31.05	\$46.58	\$62.10	\$77.63	\$33.78	\$33.78
Technical and civil infrastructure employee level 1	\$587.95	\$15.47	\$23.21	\$30.94	\$38.68	\$18.20	\$18.20
Technical and civil infrastructure employee level 2	\$610.73	\$16.07	\$24.11	\$32.14	\$40.18	\$18.80	\$18.80
Technical and civil infrastructure employee level 3	\$631.72	\$16.62	\$24.93	\$33.24	\$41.55	\$19.35	\$19.35

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$18.29	\$21.20	\$22.58	\$30.10	\$22.58	\$30.10
Operations employee level 2	\$19.24	\$22.15	\$24.00	\$32.00	\$24.00	\$32.00
Operations employee level 3	\$20.96	\$23.87	\$26.58	\$35.44	\$26.58	\$35.44
Operations employee level 4	\$22.67	\$25.58	\$29.15	\$38.86	\$29.15	\$38.86
Clerical, administration and professional employee level 1	\$19.10	\$22.01	\$23.79	\$31.72	\$23.79	\$31.72
Clerical, administration and professional employee level 2	\$20.42	\$23.33	\$25.77	\$34.36	\$25.77	\$34.36
Clerical, administration and professional employee level 3	\$21.09	\$24.00	\$26.78	\$35.70	\$26.78	\$35.70
Clerical, administration and professional employee level 4	\$21.88	\$24.79	\$27.96	\$37.28	\$27.96	\$37.28
Clerical, administration and professional employee level 5	\$23.46	\$26.37	\$30.33	\$40.44	\$30.33	\$40.44
Clerical, administration and professional employee level 6	\$24.91	\$27.82	\$32.51	\$43.34	\$32.51	\$43.34
Clerical, administration and professional employee level 7	\$26.23	\$29.14	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$29.14	\$32.05	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$34.29	\$37.20	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$18.71	\$21.62	\$23.21	\$30.94	\$23.21	\$30.94
Technical and civil infrastructure employee level 2	\$19.31	\$22.22	\$24.11	\$32.14	\$24.11	\$32.14
Technical and civil infrastructure employee level 3	\$19.86	\$22.77	\$24.93	\$33.24	\$24.93	\$33.24

## Junior - Full-time & part-time - 18 years

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$672.70	\$17.70	\$26.55	\$35.40	\$44.25	\$20.43	\$20.43
Operations employee level 2	\$715.20	\$18.82	\$28.23	\$37.64	\$47.05	\$21.55	\$21.55
Operations employee level 3	\$792.00	\$20.84	\$31.26	\$41.68	\$52.10	\$23.57	\$23.57
Operations employee level 4	\$868.70	\$22.86	\$34.29	\$45.72	\$57.15	\$25.59	\$25.59
Clerical, administration and professional employee level 1	\$709.20	\$18.66	\$27.99	\$37.32	\$46.65	\$21.39	\$21.39
Clerical, administration and professional employee level 2	\$768.20	\$20.22	\$30.33	\$40.44	\$50.55	\$22.95	\$22.95
Clerical, administration and professional employee level 3	\$797.80	\$20.99	\$31.49	\$41.98	\$52.48	\$23.72	\$23.72
Clerical, administration and professional employee level 4	\$833.10	\$21.92	\$32.88	\$43.84	\$54.80	\$24.65	\$24.65
Clerical, administration and professional employee level 5	\$904.00	\$23.79	\$35.69	\$47.58	\$59.48	\$26.52	\$26.52
Clerical, administration and professional employee level 6	\$968.90	\$25.50	\$38.25	\$51.00	\$63.75	\$28.23	\$28.23
Clerical, administration and professional employee level 7	\$1,027.90	\$27.05	\$40.58	\$54.10	\$67.63	\$29.78	\$29.78
Clerical, administration and professional employee level 8	\$1,157.70	\$30.47	\$45.71	\$60.94	\$76.18	\$33.20	\$33.20
Clerical, administration and professional employee level 9	\$1,387.90	\$36.52	\$54.78	\$73.04	\$91.30	\$39.25	\$39.25
Technical and civil infrastructure employee level 1	\$691.70	\$18.20	\$27.30	\$36.40	\$45.50	\$20.93	\$20.93
Technical and civil infrastructure employee level 2	\$718.50	\$18.91	\$28.37	\$37.82	\$47.28	\$21.64	\$21.64
Technical and civil infrastructure employee level 3	\$743.20	\$19.56	\$29.34	\$39.12	\$48.90	\$22.29	\$22.29

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$20.94	\$23.85	\$26.55	\$35.40	\$26.55	\$35.40
Operations employee level 2	\$22.06	\$24.97	\$28.23	\$37.64	\$28.23	\$37.64
Operations employee level 3	\$24.08	\$26.99	\$31.26	\$41.68	\$31.26	\$41.68
Operations employee level 4	\$26.10	\$29.01	\$34.29	\$45.72	\$34.29	\$45.72
Clerical, administration and professional employee level 1	\$21.90	\$24.81	\$27.99	\$37.32	\$27.99	\$37.32
Clerical, administration and professional employee level 2	\$23.46	\$26.37	\$30.33	\$40.44	\$30.33	\$40.44
Clerical, administration and professional employee level 3	\$24.23	\$27.14	\$31.49	\$41.98	\$31.49	\$41.98
Clerical, administration and professional employee level 4	\$25.16	\$28.07	\$32.88	\$43.84	\$32.88	\$43.84
Clerical, administration and professional employee level 5	\$27.03	\$29.94	\$35.69	\$47.58	\$35.69	\$47.58
Clerical, administration and professional employee level 6	\$28.74	\$31.65	\$38.25	\$51.00	\$38.25	\$51.00
Clerical, administration and professional employee level 7	\$30.29	\$33.20	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$33.71	\$36.62	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$39.76	\$42.67	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$21.44	\$24.35	\$27.30	\$36.40	\$27.30	\$36.40
Technical and civil infrastructure employee level 2	\$22.15	\$25.06	\$28.37	\$37.82	\$28.37	\$37.82
Technical and civil infrastructure employee level 3	\$22.80	\$25.71	\$29.34	\$39.12	\$29.34	\$39.12

## Junior - Casual - 16 years or under

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$16.60	\$24.90	\$33.20	\$41.50	\$19.33	\$19.33
Operations employee level 2	\$17.65	\$26.48	\$35.30	\$44.13	\$20.38	\$20.38
Operations employee level 3	\$19.54	\$29.31	\$39.08	\$48.85	\$22.27	\$22.27
Operations employee level 4	\$21.44	\$32.16	\$42.88	\$53.60	\$24.17	\$24.17
Clerical, administration and professional employee level 1	\$17.50	\$26.25	\$35.00	\$43.75	\$20.23	\$20.23
Clerical, administration and professional employee level 2	\$18.95	\$28.43	\$37.90	\$47.38	\$21.68	\$21.68
Clerical, administration and professional employee level 3	\$19.69	\$29.54	\$39.38	\$49.23	\$22.42	\$22.42
Clerical, administration and professional employee level 4	\$20.55	\$30.83	\$41.10	\$51.38	\$23.28	\$23.28
Clerical, administration and professional employee level 5	\$22.30	\$33.45	\$44.60	\$55.75	\$25.03	\$25.03
Clerical, administration and professional employee level 6	\$23.90	\$35.85	\$47.80	\$59.75	\$26.63	\$26.63
Clerical, administration and professional employee level 7	\$25.36	\$38.04	\$50.72	\$63.40	\$28.09	\$28.09
Clerical, administration and professional employee level 8	\$28.56	\$42.84	\$57.12	\$71.40	\$31.29	\$31.29
Clerical, administration and professional employee level 9	\$34.24	\$51.36	\$68.48	\$85.60	\$36.97	\$36.97
Technical and civil infrastructure employee level 1	\$17.06	\$25.59	\$34.12	\$42.65	\$19.79	\$19.79
Technical and civil infrastructure employee level 2	\$17.73	\$26.60	\$35.46	\$44.33	\$20.46	\$20.46
Technical and civil infrastructure employee level 3	\$18.34	\$27.51	\$36.68	\$45.85	\$21.07	\$21.07

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$19.84	\$22.75	\$24.90	\$33.20	\$24.90	\$33.20
Operations employee level 2	\$20.89	\$23.80	\$26.48	\$35.30	\$26.48	\$35.30
Operations employee level 3	\$22.78	\$25.69	\$29.31	\$39.08	\$29.31	\$39.08
Operations employee level 4	\$24.68	\$27.59	\$32.16	\$42.88	\$32.16	\$42.88
Clerical, administration and professional employee level 1	\$20.74	\$23.65	\$26.25	\$35.00	\$26.25	\$35.00
Clerical, administration and professional employee level 2	\$22.19	\$25.10	\$28.43	\$37.90	\$28.43	\$37.90
Clerical, administration and professional employee level 3	\$22.93	\$25.84	\$29.54	\$39.38	\$29.54	\$39.38
Clerical, administration and professional employee level 4	\$23.79	\$26.70	\$30.83	\$41.10	\$30.83	\$41.10
Clerical, administration and professional employee level 5	\$25.54	\$28.45	\$33.45	\$44.60	\$33.45	\$44.60
Clerical, administration and professional employee level 6	\$27.14	\$30.05	\$35.85	\$47.80	\$35.85	\$47.80
Clerical, administration and professional employee level 7	\$28.60	\$31.51	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$31.80	\$34.71	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$37.48	\$40.39	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$20.30	\$23.21	\$25.59	\$34.12	\$25.59	\$34.12
Technical and civil infrastructure employee level 2	\$20.97	\$23.88	\$26.60	\$35.46	\$26.60	\$35.46
Technical and civil infrastructure employee level 3	\$21.58	\$24.49	\$27.51	\$36.68	\$27.51	\$36.68

## Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$18.81	\$28.22	\$37.62	\$47.03	\$21.54	\$21.54
Operations employee level 2	\$20.00	\$30.00	\$40.00	\$50.00	\$22.73	\$22.73
Operations employee level 3	\$22.15	\$33.23	\$44.30	\$55.38	\$24.88	\$24.88
Operations employee level 4	\$24.29	\$36.44	\$48.58	\$60.73	\$27.02	\$27.02
Clerical, administration and professional employee level 1	\$19.83	\$29.75	\$39.66	\$49.58	\$22.56	\$22.56
Clerical, administration and professional employee level 2	\$21.48	\$32.22	\$42.96	\$53.70	\$24.21	\$24.21
Clerical, administration and professional employee level 3	\$22.31	\$33.47	\$44.62	\$55.78	\$25.04	\$25.04
Clerical, administration and professional employee level 4	\$23.30	\$34.95	\$46.60	\$58.25	\$26.03	\$26.03
Clerical, administration and professional employee level 5	\$25.28	\$37.92	\$50.56	\$63.20	\$28.01	\$28.01
Clerical, administration and professional employee level 6	\$27.09	\$40.64	\$54.18	\$67.73	\$29.82	\$29.82
Clerical, administration and professional employee level 7	\$28.74	\$43.11	\$57.48	\$71.85	\$31.47	\$31.47
Clerical, administration and professional employee level 8	\$32.38	\$48.57	\$64.76	\$80.95	\$35.11	\$35.11
Clerical, administration and professional employee level 9	\$38.81	\$58.22	\$77.62	\$97.03	\$41.54	\$41.54
Technical and civil infrastructure employee level 1	\$19.34	\$29.01	\$38.68	\$48.35	\$22.07	\$22.07
Technical and civil infrastructure employee level 2	\$20.09	\$30.14	\$40.18	\$50.23	\$22.82	\$22.82
Technical and civil infrastructure employee level 3	\$20.78	\$31.17	\$41.56	\$51.95	\$23.51	\$23.51



**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$22.05	\$24.96	\$28.22	\$37.62	\$28.22	\$37.62
Operations employee level 2	\$23.24	\$26.15	\$30.00	\$40.00	\$30.00	\$40.00
Operations employee level 3	\$25.39	\$28.30	\$33.23	\$44.30	\$33.23	\$44.30
Operations employee level 4	\$27.53	\$30.44	\$36.44	\$48.58	\$36.44	\$48.58
Clerical, administration and professional employee level 1	\$23.07	\$25.98	\$29.75	\$39.66	\$29.75	\$39.66
Clerical, administration and professional employee level 2	\$24.72	\$27.63	\$32.22	\$42.96	\$32.22	\$42.96
Clerical, administration and professional employee level 3	\$25.55	\$28.46	\$33.47	\$44.62	\$33.47	\$44.62
Clerical, administration and professional employee level 4	\$26.54	\$29.45	\$34.95	\$46.60	\$34.95	\$46.60
Clerical, administration and professional employee level 5	\$28.52	\$31.43	\$37.92	\$50.56	\$37.92	\$50.56
Clerical, administration and professional employee level 6	\$30.33	\$33.24	\$40.64	\$54.18	\$40.64	\$54.18
Clerical, administration and professional employee level 7	\$31.98	\$34.89	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$35.62	\$38.53	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$42.05	\$44.96	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$22.58	\$25.49	\$29.01	\$38.68	\$29.01	\$38.68
Technical and civil infrastructure employee level 2	\$23.33	\$26.24	\$30.14	\$40.18	\$30.14	\$40.18
Technical and civil infrastructure employee level 3	\$24.02	\$26.93	\$31.17	\$41.56	\$31.17	\$41.56

## Junior - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$22.13	\$33.20	\$44.26	\$55.33	\$24.86	\$24.86
Operations employee level 2	\$23.53	\$35.30	\$47.06	\$58.83	\$26.26	\$26.26
Operations employee level 3	\$26.05	\$39.08	\$52.10	\$65.13	\$28.78	\$28.78
Operations employee level 4	\$28.58	\$42.87	\$57.16	\$71.45	\$31.31	\$31.31
Clerical, administration and professional employee level 1	\$23.33	\$35.00	\$46.66	\$58.33	\$26.06	\$26.06
Clerical, administration and professional employee level 2	\$25.28	\$37.92	\$50.56	\$63.20	\$28.01	\$28.01
Clerical, administration and professional employee level 3	\$26.24	\$39.36	\$52.48	\$65.60	\$28.97	\$28.97
Clerical, administration and professional employee level 4	\$27.40	\$41.10	\$54.80	\$68.50	\$30.13	\$30.13
Clerical, administration and professional employee level 5	\$29.74	\$44.61	\$59.48	\$74.35	\$32.47	\$32.47
Clerical, administration and professional employee level 6	\$31.88	\$47.82	\$63.76	\$79.70	\$34.61	\$34.61
Clerical, administration and professional employee level 7	\$33.81	\$50.72	\$67.62	\$84.53	\$36.54	\$36.54
Clerical, administration and professional employee level 8	\$38.09	\$57.14	\$76.18	\$95.23	\$40.82	\$40.82
Clerical, administration and professional employee level 9	\$45.65	\$68.48	\$91.30	\$114.13	\$48.38	\$48.38
Technical and civil infrastructure employee level 1	\$22.75	\$34.13	\$45.50	\$56.88	\$25.48	\$25.48
Technical and civil infrastructure employee level 2	\$23.64	\$35.46	\$47.28	\$59.10	\$26.37	\$26.37
Technical and civil infrastructure employee level 3	\$24.45	\$36.68	\$48.90	\$61.13	\$27.18	\$27.18

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Operations employee level 1	\$25.37	\$28.28	\$33.20	\$44.26	\$33.20	\$44.26
Operations employee level 2	\$26.77	\$29.68	\$35.30	\$47.06	\$35.30	\$47.06
Operations employee level 3	\$29.29	\$32.20	\$39.08	\$52.10	\$39.08	\$52.10
Operations employee level 4	\$31.82	\$34.73	\$42.87	\$57.16	\$42.87	\$57.16
Clerical, administration and professional employee level 1	\$26.57	\$29.48	\$35.00	\$46.66	\$35.00	\$46.66
Clerical, administration and professional employee level 2	\$28.52	\$31.43	\$37.92	\$50.56	\$37.92	\$50.56
Clerical, administration and professional employee level 3	\$29.48	\$32.39	\$39.36	\$52.48	\$39.36	\$52.48
Clerical, administration and professional employee level 4	\$30.64	\$33.55	\$41.10	\$54.80	\$41.10	\$54.80
Clerical, administration and professional employee level 5	\$32.98	\$35.89	\$44.61	\$59.48	\$44.61	\$59.48
Clerical, administration and professional employee level 6	\$35.12	\$38.03	\$47.82	\$63.76	\$47.82	\$63.76
Clerical, administration and professional employee level 7	\$37.05	\$39.96	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$41.33	\$44.24	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$48.89	\$51.80	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$25.99	\$28.90	\$34.13	\$45.50	\$34.13	\$45.50
Technical and civil infrastructure employee level 2	\$26.88	\$29.79	\$35.46	\$47.28	\$35.46	\$47.28
Technical and civil infrastructure employee level 3	\$27.69	\$30.60	\$36.68	\$48.90	\$36.68	\$48.90

## Apprentice - Started before 1 Jan 2014 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$356.40	\$9.38	\$14.07	\$18.76	\$23.45	\$12.11	\$12.11
Apprentice 2nd year	\$435.60	\$11.46	\$17.19	\$22.92	\$28.65	\$14.19	\$14.19
Apprentice 3rd year	\$594.00	\$15.63	\$23.45	\$31.26	\$39.08	\$18.36	\$18.36
Apprentice 4th year	\$696.96	\$18.34	\$27.51	\$36.68	\$45.85	\$21.07	\$21.07

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$12.62	\$15.53	\$14.07	\$18.76	\$14.07	\$18.76
Apprentice 2nd year	\$14.70	\$17.61	\$17.19	\$22.92	\$17.19	\$22.92
Apprentice 3rd year	\$18.87	\$21.78	\$23.45	\$31.26	\$23.45	\$31.26
Apprentice 4th year	\$21.58	\$24.49	\$27.51	\$36.68	\$27.51	\$36.68

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$396.00	\$10.42	\$15.63	\$20.84	\$26.05	\$13.15	\$13.15
Apprentice 2nd year	\$475.20	\$12.51	\$18.77	\$25.02	\$31.28	\$15.24	\$15.24
Apprentice 3rd year	\$594.00	\$15.63	\$23.45	\$31.26	\$39.08	\$18.36	\$18.36
Apprentice 4th year	\$696.96	\$18.34	\$27.51	\$36.68	\$45.85	\$21.07	\$21.07

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$13.66	\$16.57	\$15.63	\$20.84	\$15.63	\$20.84
Apprentice 2nd year	\$15.75	\$18.66	\$18.77	\$25.02	\$18.77	\$25.02
Apprentice 3rd year	\$18.87	\$21.78	\$23.45	\$31.26	\$23.45	\$31.26
Apprentice 4th year	\$21.58	\$24.49	\$27.51	\$36.68	\$27.51	\$36.68

## Apprentice - Started after 1 Jan 2014 - Completed year 12 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$435.60	\$11.46	\$17.19	\$22.92	\$28.65	\$14.19	\$14.19
Apprentice 2nd year	\$514.80	\$13.55	\$20.33	\$27.10	\$33.88	\$16.28	\$16.28
Apprentice 3rd year	\$594.00	\$15.63	\$23.45	\$31.26	\$39.08	\$18.36	\$18.36
Apprentice 4th year	\$696.96	\$18.34	\$27.51	\$36.68	\$45.85	\$21.07	\$21.07

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$14.70	\$17.61	\$17.19	\$22.92	\$17.19	\$22.92
Apprentice 2nd year	\$16.79	\$19.70	\$20.33	\$27.10	\$20.33	\$27.10
Apprentice 3rd year	\$18.87	\$21.78	\$23.45	\$31.26	\$23.45	\$31.26
Apprentice 4th year	\$21.58	\$24.49	\$27.51	\$36.68	\$27.51	\$36.68

## Apprentice - Started before 1 Jan 2014 - Technical and civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$352.49	\$9.28	\$13.92	\$18.56	\$23.20	\$12.01	\$12.01
Apprentice 2nd year	\$430.82	\$11.34	\$17.01	\$22.68	\$28.35	\$14.07	\$14.07
Apprentice 3rd year	\$587.48	\$15.46	\$23.19	\$30.92	\$38.65	\$18.19	\$18.19
Apprentice 4th year	\$689.30	\$18.14	\$27.21	\$36.28	\$45.35	\$20.87	\$20.87

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$12.52	\$15.43	\$13.92	\$18.56	\$13.92	\$18.56
Apprentice 2nd year	\$14.58	\$17.49	\$17.01	\$22.68	\$17.01	\$22.68
Apprentice 3rd year	\$18.70	\$21.61	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice 4th year	\$21.38	\$24.29	\$27.21	\$36.28	\$27.21	\$36.28

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Technical and civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$391.65	\$10.31	\$15.47	\$20.62	\$25.78	\$13.04	\$13.04
Apprentice 2nd year	\$469.98	\$12.37	\$18.56	\$24.74	\$30.93	\$15.10	\$15.10
Apprentice 3rd year	\$587.48	\$15.46	\$23.19	\$30.92	\$38.65	\$18.19	\$18.19
Apprentice 4th year	\$689.30	\$18.14	\$27.21	\$36.28	\$45.35	\$20.87	\$20.87

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$13.55	\$16.46	\$15.47	\$20.62	\$15.47	\$20.62
Apprentice 2nd year	\$15.61	\$18.52	\$18.56	\$24.74	\$18.56	\$24.74
Apprentice 3rd year	\$18.70	\$21.61	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice 4th year	\$21.38	\$24.29	\$27.21	\$36.28	\$27.21	\$36.28



## Apprentice - Started after 1 Jan 2014 - Completed year 12 - Technical and civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$430.82	\$11.34	\$17.01	\$22.68	\$28.35	\$14.07	\$14.07
Apprentice 2nd year	\$509.15	\$13.40	\$20.10	\$26.80	\$33.50	\$16.13	\$16.13
Apprentice 3rd year	\$587.48	\$15.46	\$23.19	\$30.92	\$38.65	\$18.19	\$18.19
Apprentice 4th year	\$689.30	\$18.14	\$27.21	\$36.28	\$45.35	\$20.87	\$20.87

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$14.58	\$17.49	\$17.01	\$22.68	\$17.01	\$22.68
Apprentice 2nd year	\$16.64	\$19.55	\$20.10	\$26.80	\$20.10	\$26.80
Apprentice 3rd year	\$18.70	\$21.61	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice 4th year	\$21.38	\$24.29	\$27.21	\$36.28	\$27.21	\$36.28

## Adult Apprentice - Started before 1 Jan 2014 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$356.40	\$9.38	\$14.07	\$18.76	\$23.45	\$12.11	\$12.11
Apprentice 2nd year	\$435.60	\$11.46	\$17.19	\$22.92	\$28.65	\$14.19	\$14.19
Apprentice 3rd year	\$594.00	\$15.63	\$23.45	\$31.26	\$39.08	\$18.36	\$18.36
Apprentice 4th year	\$696.96	\$18.34	\$27.51	\$36.68	\$45.85	\$21.07	\$21.07

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$12.62	\$15.53	\$14.07	\$18.76	\$14.07	\$18.76
Apprentice 2nd year	\$14.70	\$17.61	\$17.19	\$22.92	\$17.19	\$22.92
Apprentice 3rd year	\$18.87	\$21.78	\$23.45	\$31.26	\$23.45	\$31.26
Apprentice 4th year	\$21.58	\$24.49	\$27.51	\$36.68	\$27.51	\$36.68

## Adult Apprentice - Started after 1 Jan 2014 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$633.60	\$16.67	\$25.01	\$33.34	\$41.68	\$19.40	\$19.40
Apprentice 2nd year	\$672.70	\$17.70	\$26.55	\$35.40	\$44.25	\$20.43	\$20.43
Apprentice 3rd year	\$672.70	\$17.70	\$26.55	\$35.40	\$44.25	\$20.43	\$20.43
Apprentice 4th year	\$696.96	\$18.34	\$27.51	\$36.68	\$45.85	\$21.07	\$21.07

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$19.91	\$22.82	\$25.01	\$33.34	\$25.01	\$33.34
Apprentice 2nd year	\$20.94	\$23.85	\$26.55	\$35.40	\$26.55	\$35.40
Apprentice 3rd year	\$20.94	\$23.85	\$26.55	\$35.40	\$26.55	\$35.40
Apprentice 4th year	\$21.58	\$24.49	\$27.51	\$36.68	\$27.51	\$36.68

## Adult Apprentice - Started before 1 Jan 2014 - Technical and civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$352.49	\$9.28	\$13.92	\$18.56	\$23.20	\$12.01	\$12.01
Apprentice 2nd year	\$430.82	\$11.34	\$17.01	\$22.68	\$28.35	\$14.07	\$14.07
Apprentice 3rd year	\$587.48	\$15.46	\$23.19	\$30.92	\$38.65	\$18.19	\$18.19
Apprentice 4th year	\$689.30	\$18.14	\$27.21	\$36.28	\$45.35	\$20.87	\$20.87

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$12.52	\$15.43	\$13.92	\$18.56	\$13.92	\$18.56
Apprentice 2nd year	\$14.58	\$17.49	\$17.01	\$22.68	\$17.01	\$22.68
Apprentice 3rd year	\$18.70	\$21.61	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice 4th year	\$21.38	\$24.29	\$27.21	\$36.28	\$27.21	\$36.28

## Adult Apprentice - Started after 1 Jan 2014 - Technical and civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$626.64	\$16.49	\$24.74	\$32.98	\$41.23	\$19.22	\$19.22
Apprentice 2nd year	\$691.70	\$18.20	\$27.30	\$36.40	\$45.50	\$20.93	\$20.93
Apprentice 3rd year	\$691.70	\$18.20	\$27.30	\$36.40	\$45.50	\$20.93	\$20.93
Apprentice 4th year	\$691.70	\$18.20	\$27.30	\$36.40	\$45.50	\$20.93	\$20.93

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday
Apprentice 1st year	\$19.73	\$22.64	\$24.74	\$32.98	\$24.74	\$32.98
Apprentice 2nd year	\$21.44	\$24.35	\$27.30	\$36.40	\$27.30	\$36.40
Apprentice 3rd year	\$21.44	\$24.35	\$27.30	\$36.40	\$27.30	\$36.40
Apprentice 4th year	\$21.44	\$24.35	\$27.30	\$36.40	\$27.30	\$36.40

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before penalties and overtime are calculated.

Allowances	Rate
<b>General</b>	
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
First aid allowance	\$0.39 per hour up to a maximum of \$14.88 per week
Meal allowance	\$15.91 for a meal
On call allowance - day and night - not clerical, administrative & professional classifications at or above level 7	\$25.54 per day and night
On call allowance - night only - not clerical, administrative & professional classifications at or above level 7	\$10.18 per night
Relocation - travel reimbursement	reimbursement for the cost of travel to the new location for the employee and their immediate family
Relocation - relocation of furniture reimbursement	reimbursement for the cost of removal and relocation of furniture and personal effects
Relocation - purchase of new home reimbursement	reimbursement for legal costs incurred on the sale or purchase of dwellings
Relocation - temporary accommodation reimbursement	reimbursement for the cost of renting reasonable accommodation for a period of 6 weeks
* Tool allowance – tradesperson	\$0.46 per hour
Working away from usual workplace - travel and incidentals reimbursement	reimbursement for the reasonable and necessary cost for travel and incidental expenses
<b>Technical and civil infrastructure employees only</b>	
Confined spaces allowance	\$0.78 per hour
Damage to clothing and tool reimbursement	reimbursement for the cost to replace, repair or clean clothing, tools of the trade or personal equipment including spectacles and hearing aids
Dirty work allowance	\$0.60 per hour
Explosive powered tools allowance	\$0.20 per hour up to a maximum of \$1.55 per day
Foundry allowance	\$0.45 per hour for the time spent working in a foundry, while foundry production work is being done

<b>Allowances</b>	<b>Rate</b>
Height money allowance - not linesperson, linesperson's assistant or rigger and splicer	\$0.43 per hour
Insulation material allowance	\$0.78 per hour
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing such special clothing and equipment
Wet places allowance	\$0.60 per hour

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at [www.fairwork.gov.au/our-commitment-to-you](http://www.fairwork.gov.au/our-commitment-to-you).

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](http://www.fairwork.gov.au/emailupdates) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.